

GUIDELINES FOR STATE AND FEDERAL REGULATIONS FOR EMPLOYING TEENAGERS *

AGE	STATE REQUIREMENTS	FEDERAL REQUIREMENTS	STRICTER STANDARD
14 AND 15 YEARS OLD	May be employed between the hours of 7 a.m. and 9 p.m. Minor shall be not employed during school hours. Minor is limited to working no more than 10 hours in a day, with a weekly average of 8 hours per day.	May work between the hours of 7 a.m. and 7 p.m. between Labor Day and June 1. A minor shall not work more than 3 hours (after school) on school days and not more than 8 hours on non-school days or when school is not in session. During the period of June 1 through Labor Day, a minor may be employed until 9 p.m.	Federal Standards
	Combined school and workweek shall not exceed 48 hours. Not more than 48 work hours when school is not in session.	Employed no more than 18 hours while school is in session. No more than 40 hours in non-school weeks.	Federal Standards
	Shall not work more than 6 days in any week.	No Federal Standard	State Standards
16 AND 17 YEARS OLD	A minor age 16 or older shall not work before 6 a.m. or after 10:30 p.m. Sunday through Thursday. A minor age 16 or older shall not work before 6 a.m. or after 11:30 p.m. Fridays and Saturdays, during school vacation periods, and during periods when a minor is not regularly enrolled in school. Minor is limited to working no more than 10 hours in a day, with a weekly average of 8 hours per day.	No hours restrictions	State Standards
	Combination of school and work week shall not exceed 48 hours; and a total of 48 hours when school is not in session. No more than 6 work days in a week.	No work week restrictions	State Standards

This guide is intended for general information only, it does not carry the effect of the law.

*** FOR EMPLOYERS SUBJECT TO COVERAGE OF BOTH FAIR LABOR STANDARDS ACT OF 1938 AND YOUTH EMPLOYMENT STANDARDS ACT.**

GENERAL INFORMATION 14-17	STATE REQUIREMENTS	FEDERAL REQUIREMENTS	STRICTER STANDARD
MEAL/REST PERIODS	A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 consecutive minutes for a meal/rest period.	No meal/rest period requirements.	State Standards
ADULT SUPERVISION	A minor shall not be employed unless the employer or an employee who is 18 years of age or older provides supervision. The same requirement exists for the employment of a minor at a fixed site in an occupation that involves cash transactions after sunset or 8 p.m., whichever is earlier.	No requirements for supervision.	State Standards
WORK PERMITS	<p>A minor shall not be employed until the person proposing to employ the minor procures from the minor, and keeps on file at the place of employment, a copy of:</p> <ol style="list-style-type: none"> 1) a work permit or written training agreement between the employer and the school the minor attends, OR 2) proof of emancipation, OR 3) proof of completion of graduation for minors 16- and 17-years-old, OR 4) proof of passing the G.E.D. 	No work permit requirement. Proof of age is required.	State Standards